



Compassionate leave

As of 1 January 2010, the National Employment Standards will apply to all staff of the University of Adelaide. This fact sheet provides an outline of Compassionate Leave under the NES and the standard that will apply to staff of the University of Adelaide.

What is provided for under the NES?

The NES provides for two days paid compassionate leave per 'permissible occasion' for staff members other than casuals.

A staff member is entitled to take compassionate leave if they:

- Need to spend time with a family member, or member of their household who has sustained a life threatening illness or injury, or
- After the death of the staff member's immediate family or household.

A staff member can take compassionate leave on:

- A single continuous two day period, or
- Two separate periods of one day each, or
- Any separate periods that are agreed between the staff member and their supervisor or manager.

What compassionate leave entitlement is provided for at the University of Adelaide?

The University of Adelaide Collective Agreement 2006—2008 (the Agreement) provides for:

- three days paid leave per occasion to full-time and part-time staff.
- Casual staff are excluded from any paid entitlement to compassionate leave.

What has changed?

The NES provides casuals with an entitlement to take unpaid compassionate leave which means that as of 1 January 2010, casual staff members will be able to take unpaid compassionate leave on the same basis as full-time and part-time staff.

What if I need more information?

If you have any questions about your entitlement to Compassionate Leave, please contact the HR Service Centre at: hrrservicecentre@adelaide.edu.au or 8313 1111

